



## INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE

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**TO** : [REDACTED]  
**DEPUTY DIRECTOR: LABOUR**

**FROM** : MPUMALANGA INVESTIGATORS

**DATE** : 03 JUNE 2019

**SUBJECT** : CHALLENGES FACED BY MPUMALANGA INVESTIGATORS

### I. PURPOSE

The purpose of this memorandum is to bring to the attention of the Labour Unit of IPID the gripes we are experiencing as Caseworkers, which adversely affect us as employees and dares the Labour Peace in the office.

The following are the challenges that we want to bring to your attention, we need your expeditious intervention in resolving the below mentioned grievances:

### 2. GRIEVANCES

#### 2.1 S&T CLAIMS

As Investigators, our work requires us to be out of our workstation for long hours on daily basis. During the time when performing duties outside, we are not allowed to buy food and claim and this, instruction only applies to Mpumalanga Investigators. We told to bring food from our homes. This instruction is contrary to the S&T as per the S&T policy, since 2016/2017 Financial year.

#### 2.2 OVERTIME

-Mpumalanga Investigators are NOT allowed to claim the full hours after attending crime scenes. The Acting Provincial Head only allows maximum of three (03) hours ONLY to be claimed.

-Abnormal hours are paid as Normal hours.

#### 2.3 STANDBY CLAIMS

Investigators are forced by the Acting Provincial Head to work Standby/attend crimes scenes individually, whether during the day or at night. Our safety and gathering of evidence when attending crime scenes is highly compromised.

## 2.4 WORKING ENVIRONMENT

Trip authorities are scanned to the Acting Provincial Head when he's at National office, sick leave, vacation leave and when on study leave. The delay caused by this affects our planning which leads to poor performance.

## 2.5 FOUL LANGUAGE AND ACCUSATIONS

The language and utterances used by the Acting Provincial Head, is unacceptable and towards us as employees. The utterances are clearly aimed at stripping us naked and trampling on our rights as employees and fathers and mothers in our homes. He always uses utterances such as "talking nonsense, "your useless" etc, when talking to colleagues, we find it to be demoralising and hurting spiritual.

He would on regular basis tell us that there is nothing we can do, we can write grievances until we turn blue in our faces, it will end nowhere, and no one can do anything to him. He even says that he knows that we can go to the in I Nyangas and throw bones, and call his name and stab the voodoo dolls that we have, thinking it will hurt him, and this is serious witchcraft accusation.

Supervisors inputs are not considered by the Acting Provincial Head when informed of challenges encountered by Investigators.

### 3 CONCLUSION

It appears Mpumalanga Investigators are treated contrary to the provisions of S&T Policy, Overtime regulations and Standby duties. The APH is law unto himself. The working environment is unbearable; it makes us feel like we are working in a private farm.